

Redesign of Aviation Noncommissioned Officer Education System (NCOES)

What is it?

The Army Chief of Staff established an initiative to accelerate Professional Military Education (PME) earlier in a Soldier's career and outlined the transformation of the Noncommissioned Officer Education System (NCOES) effective FY10. Current combat operations demonstrate that NCO development must change to meet the operational Army's needs and to ensure relevance in the operational environment as well as future operations. This is more than just a name change -- it is a downward migration of tasks to create the attributes and competencies required by the warrior in an era of uncertainty and persistent conflict.

Combined Army Center (CAC) was directed to identify the attributes and competencies by scope and level of influence required at each NCO rank and to develop a continuum of what each NCO rank must "Be, Know, Do" to be an effective leader, in accordance with Field Manual (FM) 6-22, *Army Leadership*, and other emerging requirements, to include the emerging cultural and language strategy. The learning continuum is centered on developing the five multi-skilled NCO characteristics across all three training and leader development domains.

What has Army Aviation done?

The Directorate of Training and Doctrine (DOTD), in conjunction with the NCO Academy, conducted an analysis of the current Advanced NCO Course (ANCOC) and Basic NCO Course (BNCOC) leadership tasks and First Sergeant Course tasks. Through the analysis, relevant tasks were identified for migration from the First Sergeant Course source to the newly named Senior Leaders Course (SLC) and the Advanced Leaders Course (ALC). Content for the SLC includes materials required for success at both the platoon and company level. The scope of tasks/competencies addressed in SLC should provide both the platoon- and company-level perspective where appropriate. Content for the ALC will include materials for success at both the squad and platoon level and should include relevant parts of the current BNCOC. The scope of tasks/competencies addressed in ALC should provide both the squad- and platoon-level perspective where appropriate. Courses were changed and approved by TRADOC for implementation in the first quarter of FY10. The Reserve components will not implement the changes until FY11.

What continued efforts does Army Aviation have planned for the future?

We will continue to review and adjust the training to ensure Army Aviation NCOs are trained on the appropriate tasks to meet the leadership requirements at each level.

Why is this important to the Army and Army Aviation?

To ensure our Soldiers are properly trained to meet leadership needs.

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